Mid-Level Management & First Line Supervisor Training Course

Day One
- Team Building
- Leadership
- Ethical Decision Making
- Disciplinary Process
- Media Relations

Day Two
- Conflict Management
- Court Preparation
- Supervision the New Generation

Day Three
- Supervising Officer Involved Shootings
- Character Based Supervision
- CIM Supervisors Overview
- Critical Incident Management Model City

When
April 28-30, 2015
0800 – 1700 hours

Where
Southeastern New Mexico Law Enforcement Academy
5317 N. Lovington Highway, Hobbs, NM

For more information, please contact
Angela Byrd,
Southeastern New Mexico Law Enforcement Academy at
575-492-2715 or abyrd@nmjc.edu
## MID-LEVEL MANAGEMENT & FIRST-LINE SUPERVISOR TRAINING COURSE

**DATES:**
April 28-30, 2015

**TIME:**
8:00 am—5:00 pm

**LOCATION:**
Bob Moran Room #110  
5317 N. Lovington Hwy, Hobbs, NM

**COST:**
Course Fee: $300

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**Payment Method:** Credit Card, Check or Money Order made payable to *New Mexico Junior College/SNMLEA.*

- Invoice  
- PO #________________________  
- Credit Card:  
  - [ ] VISA  
  - [ ] MasterCard

Print Cardholder Name: ____________________________________________________________

Card #: _____________________________  
Expiration Date: ______ / ______

Please mail, e-mail or fax completed registration form with payment to:

- New Mexico Junior College/SNMLEA  
- Division of Public Safety  
- Attention: Angela Byrd  
- #1 Thunderbird Circle  
- Hobbs, NM  88240

abbyrd@nmjc.edu  
Fax: (575) 492-2712

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*For more information, please contact Angela Byrd, Southeastern New Mexico Law Enforcement Academy at 575-492-2715 or abbyrd@nmjc.edu or Amie Rodriguez, Administrative Specialist at 575-492-2716 or arodriguez@nmjc.edu.*
Mid-level and First-Line Supervisors Training Course Schedule

Day One April 28th, 2015

0800-0830 Welcome..................................................Dr. Fons & Director Byrd

0830-0900 Team Building Activity.............................. Director Byrd

0900-0910 Break

0910-1110 Leadership in Law Enforcement..........Director Jones

1110-1200 Media Relations.................................Ret Capt. Quintin McShan

1200-1300 Lunch

1300-1500 Ethical Decision Making......................Commander Smith

1500-1700 Disciplinary Process..........................Lt. Cunningham

Day Two April 29th, 2015

0800-1200 Conflict Management in Law Enforcement.......Mike Kennedy

1200-1300 Lunch

1300-1400 Court Preparation.................................District Attorney

1400-1410 Break

1410-1700 Supervising the New Generation Police Officers.... Chief Raley

Day Three April 30th, 2015

0800-1000 Supervising Officer Involved Shootings...........Sheriff Ackerman

1000-1100 Character Based Supervision.........................Dr. Fons

1100-1200 CIM Supervisors Overview............................Lt. Cunningham

1200-1300 Lunch

1300-1700 Critical Incident Management-Model City...........Lt. Cunningham
Southeastern New Mexico Law Enforcement Academy

MID-LEVEL MANAGEMENT AND FIRST-LINE SUPERVISORS TRAINING COURSE

APRIL 28TH-APRIL 30TH, 2015

0800-1700 hours each day

$300.00 per student

This three day course focuses on the supervisory concepts that serve as a foundation to enable first-line and middle-management supervisors to identify some of the most critical components of supervision. This course is designed to incorporate the concepts of Leadership, Ethical Decision Making, The Disciplinary Process, Conflict Management, Court Preparation, Supervising the New Generation of Police Officers, Supervising Officer Involved Shootings, Character Based Supervision, Media Relations and Critical Incident Management.

The role of middle managers is to provide a logistical balance between managing and leading an organization through strategic goals and objectives. Although middle-mangers most often are desk-bound, they have a tremendous amount of influence on whether strategic goals and objective are obtained.

The first-line supervisor leadership role is critical for the stability and future of a police organization. Sergeants must realize that they are a critical part of the management team and, as such, are responsible for maintaining policy and procedure compliance, instilling core values, and "selling" upper management's strategic goals and objectives.

"When we are debating an issue, loyalty means giving me your honest opinion, whether you think I'll like it or not. Disagreement, at this state, stimulates me. But once a decision is made, the debate ends. From that point on, loyalty means executing the decision as if it were your own."

Collin Powell

****Attached is the registration form and course schedule. Please fax or email the course registration form to 575-492-2712 or abyrd@nmjc.edu